

# NAVY RECRUITER

Magazine for Navy Recruiters

January 2005

## The Big Picture

Where do we ALL fit?

Varying Interests, Talents and Experiences

We ALL Play a Role



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Editor, Navy Recruiter Magazine  
Navy Recruiting Command  
Public Affairs (Code 00P)  
5722 Integrity Dr. Bldg. 784  
Millington, TN 38054-5057  
Telephone: (901) 874-9048  
DSN: 882-9048  
Fax: (901) 874-9074  
email: nrmagazine@cnrc.navy.mil

Rear Adm. Jeffrey L. Fowler  
*Commander, Navy Recruiting Command*

CNOCM(AW/SW) Evelyn Banks  
*Navy Recruiting Command, Force Master Chief*

Lt. Bill Davis  
*Managing Editor*

JO1 Sonja Chambers  
*Editor*

PH2(AW) Justin Bane  
*Graphics/Cover Photo Illustration*

YN2 Kristen Greenwood  
*Editorial Assistant*



## Navy Recruiting: A Diverse Community

Having visited every recruiting district, area and region in the past 15 months, I believe no word better describes the more than 7,000 members of the Navy

the local elementary school or gives blood during a holiday blood drive? What hidden skills go unobserved in the person clacking the keys on a keyboard? Does



Photo by JOC Sandra V. Ramirez

ABE1(AW) Alexei Roque (front) and STS2(SS) Roy Oro of NRS Hialeah met with Rear Adm. Jeffrey L. Fowler during his visit to NRD Miami on Nov. 18.

Recruiting Command than the word diverse. Every day, people with different interests, backgrounds, experiences, creative talents, and skills pull together to ensure we man the Navy of the future with the highest quality young men and women in the nation.

Diversity within our recruiting force not only generates innovative thinking and creative problem solving, it also gives us a better understanding of organizational issues and is one of the biggest factors in our success. While some of our differences are quite obvious, others are harder to discern.

Can you look at a coworker and see his generosity or her kindness? Do you see compassion when a Sailor donates time to

the administrative clerk in your section speak multiple languages fluently? Is that contract employee you met last week also a professional musician? Does that civilian beside you spend her weekends flying airplanes? Is the supply clerk next door completing his nursing degree?

We tend to spend little time thinking about how diverse our

recruiting community is, but those very differences strengthen our collective work force. Each person brings a unique combination of skills, interests, talents, and experience to the command. We come from different ethnic, cultural, socioeconomic, educational, and religious back-

**See FOWLER page 4**



Rear Adm. Jeffrey L. Fowler  
Commander, Navy Recruiting Command



Photo by Lt. Aaron Shoemaker

Rear Adm. Fowler presents the Navy Accelerate Your Life Award to Lance Wright, a student at Grambling State University, in Grambling, La., during the homecoming pre-game ceremony Nov. 6. Fowler also performed the coin toss for the game.



### **FOWLER from page 3**

grounds; but those differences give us flexibility, enabling us to overcome obstacles, identify potential process improvements, and meet the changing needs of the Fleet.

Highlighted in this issue of *Navy Recruiter* magazine are a handful of stories that illustrate some of our differences and celebrate the uniqueness of individuals within our talented community. As you go about the daily business of recruiting, remember that diversity is more than a management policy, and it encompasses more than race, gender, and ethnicity. Diversity describes our applicants and their influencers, our office environments and recruiting areas of responsibility, and the future of this nation and our Navy.

Keep up the great work, shipmates, and keep charging.

Top: Rear Adm. Fowler participates in the NRD Jacksonville Change of Command Nov. 20. Cmdr. Tim Pangonas relieved Cmdr. Eric Kaniut as commanding officer of the NRD.

Middle: Mary Ball of the CNRC Washington liaison office and Capt. George Myers, Region South Commodore, met with Rear Adm. Fowler during a visit to Washington, D.C. Oct. 20. Pictured left to right: Myers, Ball, Fowler and Lt. Aaron Shoemaker, Flag Aide.

Right: Rear Adm. Fowler presents ETC(SS) Washington, RINC of NRS Wasilla, with a BZ certificate during his visit to Alaska Nov. 10 - 14.



Photo by JOC(SW) Matthew A. Gowan



Photo courtesy of Debbie Prohaska



Photo by Lt. Aaron Shoemaker



# Highlighting every Sailor

Greater love hath no man than this, that he lay down his life for his friends (John 15:13).

"My son would do anything he could to help someone," said Carolyn Woods, mother of HM3 Julian Woods. "He was a smart, young man – mild man-

nered, soft spoken, never too busy to help others."

Woods, in both his life and his death, demonstrated a love of family and friends, modeling the Navy's core values of Honor, Courage and Commitment. His bravery and selfless concern for others forms the foundation in which all who wear the cloth of the nation may find their strength and pride of service.

The son of 25-year Navy veteran, NCC(CRF) Julius Woods, and Carolyn Woods, Julian followed in the footsteps of his father and older brother after graduation from high school in 2000. "It was in his heart to serve in the way he did," said Carolyn. "After first talking to a

Marine recruiter, he eventually joined the Navy as a Corpsman —

and ended up being assigned to the 3<sup>rd</sup> Marine Division."

According to official records, Woods was killed by enemy fire while administering aid to his fallen



**HM3 Julian Woods**

comrades during fierce combat operations on Nov. 10, 2004, – the third day of operations to gain control of Fallujah, Iraq.

"His Commanding Officer sent me a letter, explaining that he was killed while trying to save another member of his squadron. He didn't hesitate, didn't even think about his own life while trying to save another," said Carolyn.

Woods shared his passion for his nation with whom he served. Loyal to his fellow Sailors and protective to the end of "his" Marines, Woods was carried to his final resting place by pallbearers composed of four Marines and two Sailors assigned to NRD Jacksonville.



**CNOCM(AW/SW) Evelyn Banks**  
CNO Directed Command Master Chief



Photo by JOC(SW) Matthew A. Gowan

Recognizing the increasing role of our senior enlisted personnel across the Navy, NRD Jacksonville's recent change of command was conducted with QMCM (AW/SW) Donald Rocker, the NRD's officer recruiter of the year serving as the master of ceremonies, a function normally performed from within the commissioned officer's community. Pictured: Rocker (standing), and Cmdr. Tim Pangonas (seated left) who relieved Cmdr. Eric Kaniut, Commanding Officer of NRD Jacksonville (seated right); and Rear Adm. Jeffrey L. Fowler, Commander, Navy Recruiting Command.





Photo by JOC Sandra V. Ramirez

**Left:** CMDCM (AW/SW) George Harris (left), NRD Miami Command Master Chief, and CNOCM (AW/SW) Banks present a Selective Reenlistment Bonus check to AM2 (AW) John Marren during a visit to NRD Miami. Smiles were abundant at NRD Miami as Harris earned the first “Outstanding” in CNRC during the past year on the CMC portion of the recently completed National Training Team Inspection. Rightfully proud of their mentoring program, NRD Miami boasts a total of 77 personnel who are actively pursuing off-duty education and a 100% pass rate on the most recent Navy advancement exam cycle. Leading by example, Harris recently earned his Master’s Degree, and NCCS (SW) Lamont Reed, the district chief recruiter, is pursuing his Bachelor’s Degree.

**Right:** With extremely busy schedules and the multiple demands of their respective offices, it is a rare opportunity for both Rear Adm. Jeffrey L. Fowler, Commander, Navy Recruiting Command, and CNOCM(AW/SW) Evelyn Banks, CNRC’s CNO Directed Command Master Chief, to attend the same command function. “NRD Jacksonville has done a tremendous job, across the board,” said Fowler during the district’s Annual Awards Banquet. NRD Jacksonville demonstrated its flexibility and ability to perform at the highest levels during a very busy week. Within a five-day period, the command locked out its monthly goal, conducted a semi-annual PFT, all-hands picnic, annual all-hands training day, the Annual Awards Banquet, Change of Command, and a command supported memorial service for a departed shipmate.

The flawless execution of these high visibility events is testament to solid leadership, teamwork and the command’s ability to multi-task while meeting all recruiting goals. Pictured left to right: CMDCM (SW/AW) Catherine Moore, NRD Jacksonville CMC; Cmdr. Eric Kaniut, NRD Jacksonville Commanding Officer; Banks; Fowler; and Cmdr. Tim Pangonas, NRD Jacksonville Prospective Commanding Officer.



Photo by JOC(SW) Matthew A. Gowan



Photo by NCC(AW) Juan J. Garza

**Left:** Among her many station visits during their recent command NTT visit, CNOCM(AW/SW) Evelyn Banks visited a number of stations in the Miami metro area. Pictured here are the team from NRS Hialeah, (left to right): ABE1(AW) Alexei Roque, ABE1(SW/AW) Geraldine Lopez, Banks, and STS2(SS) Roy Oro.

# Navy recruiters “kick” conventionalism for success

Story by JOC John Harrington  
NRD New York

U.S. Navy recruiters from NRD New York go the extra mile as they search for the best and the brightest to be called “Sailors” while they participate in a local New York City community soccer league in Flushing, Queens. Most recruiters stick to conventional ways of meeting new recruits; making phone calls, walking through high foot-traffic areas and visiting schools, but these recruiters aren’t satisfied with the status quo. Always on the lookout for additional ways to spread the Navy word, ABF2(AW/SW) Marcelo Valarezo, SK2(SW/AW) Walter Vasquez and GSE1(SW) Glen Diaz work to-

gether as recruiters and play together as teammates as they enhance their community awareness and meet the individuals they

Vasquez’s history with sports started long before they ever reported for recruiting duty. In the eight years the two have known each other, they both played on the All Navy Soccer Team in 2000 while at Naval Air Station Whidbey Island in Washington. Their passion for soccer is only matched



Photo by JOC John Harrington

ABF2(AW/SW) Marcelo Valarezo makes an aggressive punch toward the goal in an attempt to score another one for his team. Since he’s been playing soccer in Queens, Valarezo has “scored” seven contracts through his interaction with his community.

hope to serve with in the Fleet.

“My main motivation for joining and coaching the team is to increase Navy awareness,” said Valarezo, a recruiter from NRS Elmhurst and assistant coach of his soccer team. “I want these people to know that being in the Navy isn’t always about work, work, work; it’s also about being on a team and having fun. It’s important to me because the job I do makes me very proud, not just about the work but also the sports.”

Valarezo and

by their passion for service.

“Being on the All Navy Team was an amazing experience. Even just interacting with the other Sailors was incredible,” said Vasquez. “We just want to bring that fun and excitement we felt on the All Navy team here to Flushing to show these young people what the Navy is all about. Selling the Navy is pretty easy due to all the benefits and such; sometimes the hard part is just making contact.”

The additional exposure these recruiters receive from playing on the team has resulted in a total of 15 contracts in the past year, according to Vasquez and Valarezo. They wear Navy physical training gear to and from the game, share Navy water bottles with their teammates

**See SOCCER page 13**



Photo by JOC John Harrington

NRD New York recruiter and avid soccer player, SK2(SW/AW) Walter Vasquez brings the ball downfield during a recent soccer tournament in Queens, N.Y. Vasquez and fellow recruiters use the sports events as a way to get involved with the community and possibly meet those interested in serving in the Navy.



# Northland Sailor uses 'Axe' to reenlist

Story by JO1 Ira J. Elinson  
NRD Minneapolis

Living on the edge recently took on a new meaning for a Sailor at NRD Minneapolis. SK2 Nathaniel Balsley reenlisted on the 'edge' of the "Mighty Axe," a 10-story tall thrill ride at Camp Snoopy in the Mall of America in Minneapolis.

Looking for more than the "hum-drum ceremony in front of the bell" at the headquarters for NRD Minneapolis, Balsley chose the Axe because it was the only one of the 21 rides in the park he hadn't experienced.

"I love roller coasters," said Balsley, who reenlisted for three years.

The Axe, the park's highest rated aggressive thrill ride, gave Balsley, along with reenlisting officer Cmdr. Brad Meeks and three brave shipmates, plenty of thrills. Not an especially fast ride, the Axe spins riders head over heels while twisting, turning and flipping upside down as they rise nearly to the roof of America's largest mall, then back to the ground the same way.

Meeks, who is a Naval Flight Officer assigned as XO of NRD Minneapolis, had no trouble administering the oath or keeping his hand raised as the Axe fell, twisting as it plunged towards Earth. It was Balsley who had a little trouble fighting the G-force.

"The XO had to keep reminding me to repeat the oath," said Balsley.

Starting off at the base of the ride, Meeks said a few words about the importance of what Balsley was about to do and gave people a snapshot of his career as a store-keeper. Then, with no hesitation on

anyone's part, it was up the ramp to take their seats. With arms raised, the safety bar came down, final instructions were given, and off they went.

"It was awesome," said PR3



Photo by JO1 Ira J. Elinson

SK2 Nathaniel Balsley (far right), Cmdr. Brad Meeks, NRD Minneapolis Executive Officer, and three brave shipmates get set to rise 10 stories in the air on the "Mighty Axe" at Camp Snoopy in the Mall of America. Balsley chose the park's most aggressive ride as the setting for his reenlistment because it's the only attraction in the park he hadn't ridden.

Scott Kenning, who joined Balsley on his "reenlistment ride." It wasn't the first 'wild' ceremony that Kenning had experienced. He drove a boat while a shipmate of his said the oath while wakeboarding.

As a relatively new civilian employee at NRD Minneapolis, Enlisted Programs Admin Assistant, Jacki Bahl, had only seen a few of the ceremonies Balsley described as "hum-drum." This one certainly got her attention.

"I never thought people could do that!" she said. "I wish I could reenlist. I've got a few ideas on how I'd like to do it."

Camp Snoopy's Marketing Coordinator, Julie Nelson, allowed

Balsley to conduct the ceremony as the park opened, therefore insuring that they would be the first riders of the day. She also gave each rider, as well as the not so brave other guests and well wishers, an all-day wristband so they could enjoy the rest of the attractions. ABH3 Jaimie Bahl (Jacki's sister) appreciated that.

"Everyone was very supportive," said Bahl.

"It was our pleasure to do it," said Nelson. "We were really glad that he chose Camp Snoopy to perform his ceremony."

After two runs, the second for good luck, everyone moved to a set of tables overlooking the park for what the youngest of Balsley's two sons thought was the most important part – cake and lemonade – and the signing of the official documents.

In May 2005, Balsley will take his family from Minneapolis to Hawaii, not for a vacation, but for a three year assignment to VPU-2. While he expects to spend most of his mission on the ground, he's already researching roller coasters.



Photo courtesy of Camp Snoopy Marketing Department

SK2 Nathaniel Balsley recently reenlisted while riding the "Mighty Axe" at Camp Snoopy in the Mall of America. The 10-story ride is the park's most aggressive attraction because it twists, turns and inverts its passengers as it spins 360 degrees on an axis.



# What happens now?

Story by JOC(SW) Will Borrall  
NRD Richmond

The job of a Navy recruiter is hectic, full of interviews, DEP meetings and constant training. It leaves little time to consider the full impact recruiters are having on the lives of the young men and women they enlist. Although recruiters do their best to prepare recruits for Recruit Training and for a successful career in the Navy, once they leave MEPS on the road to boot camp, it's easy to forget recruiters may have just placed their relief on track for success.

At NRD Richmond, recruiters are getting a chance to see the results of their efforts. With the assistance of Commander, Surface Forces Atlantic, Richmond has been able to track down several of its enlistees, with an eye toward getting feedback from them on their recruiting experience. This will allow the district to further refine its recruiting techniques and to look at causes of attrition and ways to help enlistees make it through the long and challenging path from DEP to Fleet Sailor.

After releasing a message to all the area commands requesting feedback from the Fleet on their new Sailors, the district received an immediate response, as former NRD Richmond recruits were identified at several area commands. A quick trip down to the Norfolk area allowed NRD Richmond personnel to gather feedback from the Sailors on ways to improve the process of placing qualified young men and women in the Navy, as well as how to help new Sailors be better prepared to excel once they reach the Fleet.

One of the responses came from ADAN Akiel



Photo by JOC(SW) Will Borrall

ADAN Akiel Gault points out some of the features of a helicopter. Gault, a native of the Hampton Roads area, has just completed Mine Countermeasures training and will soon be assigned to a helicopter squadron.



Photo by JOC(SW) Will Borrall

ENFN Bradley Trent studies at the Navy Knowledge Online web site while assigned to a new construction unit.

Gault, a native of Virginia Beach, who was recruited in January 2001 by local Beach recruiters. Gault, whose stepfather is a Chief Petty Officer, was interested early on in the Navy as a career. "Ever since I was 10," he said, "my stepfather was flying helicopters, and I really enjoyed it. I finally got my chance when they opened up aircrew."

At the time Gault tried to enter the Navy, there weren't many openings in the aircrew field. Gault had to stay in DEP for more than a year before he was able to ship out, and he definitely agreed such long DEP times were a contributor to other recruits' decision to drop out of the program early. He credited both his own desire to join, and the constant attention and encouragement of his recruiters, with keeping him in the program.

It took the recruiters some effort to get the young man into the AD program, but it has paid off for both the Navy and Gault. After finishing school at the Helicopter Mine Countermeasures class in Norfolk, Gault is going to HM-14, a helicopter squadron, which will soon put him right next to his stepfather. Gault is excited about his future and urged new Sailors to focus on their goals.

"Know that everything you do when you're getting trained is for a purpose," he advised new trainees. "It's hard because they're trying to teach you something. There's always a bigger picture."

For ENFN Bradley Trent, from Chesapeake, the Navy was a way to jump-start his life after high school.

"I knew it was going to get me on my feet and get me going," he said. Recruiters presented Trent with a number of options, but he decided to go with something familiar. "I used to work on diesel engines before I came in, so I stayed with what I knew."

**See RICHMOND page 12**

# NRD Jacksonville changes with the times

Story by JOC(SW) Matthew A. Gowan  
NRD Jacksonville

“Whoever desires constant success must change with the times.” – Niccolo Machiavelli.

The success of NRD Jacksonville over the past three years is evident with a winning streak of 40 consecutive months of making enlisted goal and Top 5 rankings for

its Officer Production team by putting today’s best and brightest young men and women in the Navy. But

on Oct. 1, a new challenge came to the district in the form of Operation Single Force (OSF), the integration of the Navy’s active duty and Reserve recruiting forces.

“(This date) marked a huge milestone in Operation Single Force, with operational control of the Reserve mission passing to Navy Recruiting Region Commandores, and half the nation (Regions North and South) fully consolidated at the NRD level,” said Rear Adm. Jeffrey L. Fowler, Commander, Navy Recruiting Command.

Thirty-seven enlisted and officer Reserve recruiters, representing more than 400 years of recruiting experi-

ence, were added to NRD Jacksonville. While adding that many new Sailors is a change in itself, Capt. Ed Boullianne, CNRC’s

Special Assistant for Consolidation and Transformation, said the change won’t alter how we recruit at local recruiting stations.

“It will affect how we do business, but recruiting

will not fundamentally change. We’re still looking for the best and brightest. Our active duty forces are already familiar with their Reserve counterparts and the same holds true for Reserve recruiters.

“The bag-toting recruiter will see very little change. Simply put, the professional relationships between Active and Reserve recruiters will be more formalized. We’ve always been shipmates in the larger

Navy, now we’ll be shipmates in one unit. We’ve never had that before.”

NC1 Velma Ronquille,  
RINC of NRS

**“It will affect how we do business, but recruiting will not fundamentally change. We’re still looking for the best and brightest.”**

- Capt. Ed Boullianne, CNRC’s Special Assistant for Consolidation and Transformation

Tallahassee agrees.

“We were already working together with our Reserve counterparts. At least one of our recruiters was in their office each week, and we did our training together in their office. Now our relationships and contacts are much closer.”

Ronquille also said consolidation benefits those looking to the Navy for future direction.

“While we talk to people, we’re looking at their qualifications, we’re looking at programs and their wants and desires. We ask the question, ‘How can the Navy fill your needs?’ Whether it be through active or Reserve programs, there’s a lot of teamwork to ensure it happens.”

Cmdr. Eric Kaniut, Commanding Officer of NRD Jacksonville, said it is actions like this that the consolidation is expected to garner.

“We’re looking to create the

‘One Stop’ shop for the Navy. You go to one place and it is one team. We expect the number of referrals

**See CONSOLIDATION page 13**



Photo by JOC(SW) Matthew A. Gowan

NRD Jacksonville consolidated with Reserve recruiters on Oct. 1, making half the nation (Regions North and South) fully consolidated at the NRD level.



# She's a jewel, earns 50<sup>th</sup> gold wreath

**Story by JO1(SW) Linda Pepka  
NRD Michigan**

Civilian employee, Carolyn Biggs of NRD Michigan sparkled with pride when accepting her 50<sup>th</sup> Gold Wreath award recently.

Nearing four decades as a Human Resource Supervisor/Processor - formally Supervisory, Military Personnel Clerk for the Navy, Biggs recalls her early 'golden' days.

It all began in 1967, one

year after graduating from Lewis Business College, Detroit, when she submitted employment applications with the city, state and federal governments. The federal civil service was the first to call and Biggs went to work for NRD Michigan 37 years ago. She's been an asset to the command since.

According to Biggs, when she began working at NRD Michigan, there were five civilian officer processors. Since last winter, Biggs has had the sole responsibility of preparing all candidate packets for officer programs, which averages 10 each month.

"That's been my main job - preparing each applicant's package before forwarding to CNRC," said

Biggs. "A package can stay on my desk for three or four weeks and that becomes quite time consuming. Although most of the applicants request their transcripts early, there are times when I place calls

state where the applicant lived, worked, attended school or committed traffic violations.

"I still take fingerprints, but only one card for each applicant. All the officer recruiters are a

delight to work with and make my job much easier," said Biggs. "They collect much of the needed information, especially since my coworker, Thelma Etcherson, retired."

The Gold Wreath recipient's time has



Photo by JO1(SW) Linda D. Pepka

Civilian employee, Carolyn Biggs of Navy Recruiting District (NRD) Michigan proudly displays her first and most current Gold Wreaths. Biggs earned the awards during the past 37 years while at NRD Michigan.

to speed the process."

Determination and dedication run deep with Biggs. Apart from the recent shortage of personnel, she has grown with technology.

"Back in the day, we used manual typewriters. So if a mistake was made, then the entire document was retyped. And handling carbon paper was a chore," said Biggs. "Without computers, processing was difficult - nowadays it's much simpler."

She added that Navy recruiters are a great support to a processor. It was her job as a processor to fingerprint and photograph every candidate. Then the fingerprint cards were sent to the prospective city and

been rich and rewarding at the district. Biggs has processed hundreds of applicants into the Navy and several have corresponded with her throughout the years. She's had a candidate return as her Commanding Officer and another was the Executive Officer.

When asked how she has managed to keep the same job and "Stay Navy," Biggs said most employees get tired of working with the same people and eventually look for another job.

"Here, there are always new faces to see every two or three years, so I don't have to leave. It's like an exciting, new job every time."

# NRD San Diego opens new mega station

Story by JO1(SW) Jason K. Pederson  
NRD San Diego

On Oct. 22, NRD San Diego took a giant step toward active and Reserve recruiting integration, opening its first Navy Recruiting Station with active and Reserve recruiters in Oceanside, Calif.

"This is a great day for NRD San Diego," said Cmdr. Ken Barrett, NRD San Diego executive officer, at the grand opening ceremony. "This station is a state-of-the-art example of how all stations should be. It's part of the first step toward the merge of the active and



Photo by JO1(SW) Jason K. Pederson

Cmdr. Robert H. Chambers, Jr. (left), Naval Reserve Recruiting Area Pacific commanding officer, and Cmdr. Ken Barrett, NRD San Diego executive officer, cut the ribbon at NRS Oceanside's new active-Reserve recruiting station.

Reserve recruiting commands, and I'm sure we are all up for the challenge."

That challenge will begin in earnest April 1, 2005, when NRD San Diego takes on full responsibility for all

Reserve quotas. According to Lt. Derrick Blackston, NRD San Diego Enlisted Programs Officer, the district will also take 80 Reserve recruiters into NRD San Diego's active recruiter fold.

"Right now recruiters at NRS Oceanside are working together to recruit for their specific area – active or Reserve," said Blackston. "But once we merge next spring, everyone throughout the entire district will be just a recruiter. So one person will handle active duty and Reserve applicants."

The Oceanside office was increased from 945 square feet to more than 2,700 square feet after the Army Corps of Engineers acquired leases for the stores adjoining the existing station and renovated them into one large station. There are 14 recruiters assigned to NRS Oceanside – seven Reserve recruiters – and three recruiters were moved from NRS Vista, which had been closed to accommodate the revamped Oceanside station.

"This is an awesome station," said BM2(SW) Erik Simpson, who moved from NRS Clairemont to Oceanside. "It's the most professional looking office I've been in, and I'm looking forward to working here. I'm proud to have guests and applicants come in and see how we do business."



Photo by JO1(SW) Jason K. Pederson

SK2 Randa Cochems, Reserve recruiter, speaks to potential applicants. Cochems is one of 14 new recruiters at NRS Oceanside.

## **RICHMOND** **from page 9**

The major benefit Trent realized from recruiters' efforts was starting him down the right path early on.

"The recruiters helped me with the fundamentals of being a Sailor," he explained. For him, the major difficulty was keeping up with

his own hectic schedule during DEP. "I was working and trying to get to DEP meetings at the same time, as well as completing high school," he remembered. Recruiters at his station worked with him, ensuring he completed DEP and entered Navy service on the track for success. Today, Trent is already planning how to

advance through the ranks and get into the diesel inspector field, a challenging goal that will require him to earn advancement to first class petty officer within the next six years.

Overall, the young men and women Richmond recruiters are putting into the Navy seem to be benefiting from the

recruiters' attention and enthusiasm. While it is a challenge to shepherd the recruits through the long months in the DEP program, the extra attention will reduce attrition, and the extra time can be used to help prepare the groundwork for motivated new Sailors to be a success in the Fleet.





Photo by JOC John Harrington

Navy Recruiter ABF2(AW/SW) Marcelo Valarezo prepares to steal the ball from an opponent during his team's weekly game. Valarezo not only plays on the team, but also coaches. He wants to show those in his community that the Navy isn't always about work, but also about being part of a team and playing sports.

## **SOCCKER from page 7**

and are working on getting their

command logo on their jerseys. League entrance fees are paid for by the individual recruiters not by their command or MWR funds as only three of the 15 players are actually in the service, but it's a sacrifice these recruiters feel is worthwhile.

"It can be a little difficult. It takes a lot of time and patience coaching the team and you have to stay motivated, not just in soccer but also at work," said Valarezo.

"But, in the end, we're touching lives with what the Navy can offer and we're making a difference in the

community as well. I think everyone wins with something like this."

The recruiters' current soccer team plays every Sunday throughout the year and they change teams in order to stay in an active league. Their current league is comprised of 40 teams with 15 players each that play on several fields scattered throughout Flushing Meadows Corona Park in Queens, N.Y. During the warmer months, attendance can reach epic proportions.

"During the summer, this entire area is filled with hundreds if not thousands of people," said Valarezo. "You wear the Navy gear and you're guaranteed to have people come up to you and ask what the Navy is all about. We get a good workout, do something positive in the community and if we can help someone get in the Navy, that's even better!"

## **CONSOLIDATION from page 10**

to each side, active and Reserve, will jump quite a bit with this mindset change."

Boullianne said this combination of recruiting forces will make Navy Recruiting a more effective and efficient organization and will allow the Navy to re-capitalize manpower and save money.

"Some efficiencies come with having one advertising firm instead of two, the Reserve had separate phone lines, utilities, as well as IT and Internet support. This consolidation will help us with those and many other efficiencies, tangible

and intangible," he said. "We will use these efficiencies to return warfighters to the Fleet. We will be returning 1,450 recruiters to the Fleet through FY11."

Kaniut said these efficiencies are already being seen at the local levels.

"One of the most important things with the consolidation is by shifting Reserve Area responsibilities to the recruiting districts, the recruiters are now actually closer to their support structure. We already have consolidated stations, with active and Reserve recruiters. In the past, Reserve recruiters may have driven long distances to work out of a station for a couple of days, now they are

working full-time out of a single station."

While these efficiencies assist both active and Reserve recruiters, there also are specific practices being put in place because of lessons learned from the career Reserve recruiting force, Boullianne said.

"The Reserve has done better in their Career Recruiting Force (CRF) community. On the active side, we might take someone that's a very successful recruiter and groom that person into the CRF community. Often times the recruiter is then taken off production. The Reserve doesn't do that. They keep most of their CRF recruiters on production. Their Production Per Recruiter (PPR) has traditionally been higher.

The consolidated organization aims to capture those types of efficiencies."

Kaniut said tests lie ahead for Navy Recruiting.

"We know there are going to be rough roads and a steep learning curve ahead as we consolidate the active and Reserve missions. The challenge for us is to minimize those obstacles while we make this transition. The great thing about consolidation is that the synergy gained by uniting two great recruiting organizations, and working more closely, will make Navy Recruiting even stronger."

# Blue Angels announce 2005 show schedule

## From Blue Angels Public Affairs

The Navy Flight Demonstration Squadron, the Blue Angels, announced their schedule for the 2005 show season Dec. 9.

Following winter training, the team will begin its 59th season at Naval Air Facility El Centro, Calif., March 12, 2005. It will conclude Nov. 12 at Naval Air Station Pensacola, Fla.

The Blue Angels are scheduled to perform 69 demonstrations at 35 air shows throughout the United States during the 2005 season.

Demonstration sites are selected in support of the objectives of the Department of Defense and in the interest of the armed services, with safety as the primary consideration. Performances greatly assist the Navy's and Marine Corps' recruiting and retention

goals, enhance esprit de corps among uniformed men and women, and demonstrate the professional skills and capabilities of the armed forces to the American public.

"The Blue Angels are fired up and ready for a safe and exhilarating show season," said Cmdr. Steve Foley, Blue Angels flight leader and commanding officer.

"While we wanted to perform at every air show, we have a limited number of available dates each season," Foley added. "Every venue that requested to host the Blue Angels received the Navy's utmost consideration."

Although the following dates have been approved, they are subject to change. For the most updated schedule information, log on to [www.blueangels.navy.mil](http://www.blueangels.navy.mil) throughout the air show season.

## 2005 Blue Angels Schedule

March 12, Naval Air Facility El Centro, Calif.  
March 19-20, Punta Gorda, Fla.  
April 2-3, Naval Air Station Fort Worth, Texas  
April 9-10, Naval Air Station Corpus Christi, Texas  
April 16-17, Wilmington, N.C.  
April 23-24, Vidalia, Ga.  
April 30, Charleston, S.C.

May 7-8, Marine Corps Air Station Cherry Point, N.C.  
May 14-15, Barksdale Air Force Base, La.  
May 21-22, Dobbins Air Force Base, Ga.  
May 24-25, U.S. Naval Academy, Annapolis, Md.  
May 27, U.S. Naval Academy Graduation Flyover, Annapolis, Md.  
May 28-29, Willow Grove, Penn.

June 4-5, McGuire Air Force Base, N.J.  
June 11-12, Janesville, Wis.  
June 18-19, North Kingstown, R.I.  
June 25-26, Evansville, Ind.

July 2-3, Pensacola Beach, Fla.  
July 9-10, Fargo, N.D.  
July 16-17, Milwaukee, Wis.  
July 23-24, Muskegon, Mich.  
July 30-31, Kalispell, Mont.

Aug. 6-7, Seattle  
Aug. 13-14, Grand Junction, Col.  
Aug. 20-21, (weekend off)  
Aug. 27-28, Indianapolis, Ind.

Sept. 3-4, Naval Air Station Patuxent River, Md.  
Sept. 10-11, Naval Air Station Brunswick, Maine  
Sept. 17-18, Naval Air Station Oceana, Va.  
Sept. 24-25, Gainesville, Fla.

Oct. 1-2, Millington, Tenn.  
Oct. 8-9, San Francisco  
Oct. 15-16, Marine Corps Air Station Miramar, Calif.  
Oct. 22-23, Naval Air Station Pt. Mugu, Calif.  
Oct. 29-30, Chattanooga, Tenn.

Nov. 5-6, Jacksonville Beach, Fla.  
Nov. 11-12, Naval Air Station Pensacola, Fla.



Photo by PH2 Mark A. Ebert

The U.S. Navy "Blue Angels" flight demonstration team, pass in formation over the crowd at the Blue Angels' Homecoming Air Show in Pensacola, Fla., Nov. 13. The Blue Angels fly the F/A-18A Hornet.





# Admiral's Five-Star Recruiters

October 2004



## NRD Buffalo

MM1(SW)

Andrew Haverstock

NRS Hamburg

## NRD Jacksonville

OS2(SW) *Placide Denis*

NRS Neptune Beach

## NRD New York

STG2(SW) *Keith*

*Grassis*

NRS Staten Island

## NRD Richmond

BM2(SW/AW) *Jimmie*

*Brown*

NRS Chesapeake

GSM2(SW)

*Charles General, Jr.*

NRS Richmond

IT1(SW)

*Shanna Vorous*

NRS Santee

FC2(SW)

*Josh Donahoe*

NRS Poway

## NRD Dallas

FC1(SW)

*Tito Alexander*

NRS South Fort Worth

AD2(AW)

*Miguel Valverde*

NRS Waco

GSM1(SW) *Unjel*

*Harris*

NRS Pleasant Grove

CTR2(SW/AW)

*Reginald Epps*

NRS Mesquite

## NRD Kansas City

MM3 *Dallas Dehart*

NRS Topeka

## NRD Phoenix

AT1(AW/SW) *John*

*Vivian*

NRS Sierra

## NRD Pittsburgh

EO2(SCW)

*Jess Rohrbach*

NRS Scranton

## NRD Portland

DC2(SW)

*Bradley Schultz*

NRS Boise

## NRD San Antonio

EM2(SW) *Abraham*

*Gomez*

NRS El Paso Central

## NRD San Diego

FC2(SW)

*Mark Morales*

NRS El Cajon

ABF2(AW)

*Stephen Spahr*

NRS San Bernardino

ET1(SS)

*Daniel Montano*

NRS Las Vegas East

## NRD San Francisco

QM1(SW)

*Jackie Whitfield*

NRS Porterville

DC2(SW)

*Jason Lobb*

NRS Fremont

AWC(AW/NAC)

*Ronald McMahon*

NRS Redding

## NRD Houston

DK2(SW)

*Eleazar Arreola*

NRS Texas City

## NRD New Orleans

AE1(AW)

*Ronald Webster*

NRS Texarkana

## NRD Raleigh

GSM2(SW)

*Cotye Leonard*

NRS Rocky Mount

## NRD Seattle

FC1(SW)

*Richard Wells*

NRS Bremerton



# Best Stations In The Nation

October 2004

## Region North

Small Station

*NRS Hamburg*

NRD Buffalo

## Region South

Small Station

*NRS Battlecreek*

NRD Michigan

## Region Central

Small Station

*NRS Poplar Bluff*

NRD St. Louis

## Region West

Small Station

*NRS Boise*

NRD Portland

Medium Station

*NRS Westchester Square*

NRD New York

Medium Station

*NRS Plantation*

NRD Miami

Medium Station

*NRS Bellevue*

NRD Omaha

Medium Station

*NRS Citadel*

NRD Denver

Large Station

*NRS Asheville*

NRD Raleigh

Large Station

*NRS Columbus West*

NRD Ohio

Large Station

*NRS Conroe*

NRD Houston

Large Station

*NRS Porterville*

NRD San Francisco



# NAVY